(12) Rs. 300 under "9—Stamps—Printed Forms"

Rama Varmha Tampuran *(Secretary to Government)*: The next three items may be moved together because they all relate to the same subject

I move for an additional allotment of Rs. 200 under "9—Stamps—T. A.", Rs. 150 under "9—Stamps—Miscellaneous Rs. 300 under "9—Stamps—Printed Forms". I request that the amounts may be sanctioned.

Demands put and carried

(13) Rs. 1,200 under "14—(1)—(c)—T.A"
(14) Rs. 1,500 under "14 (1)—Service labels"
(15) Rs. 1,000 under "14—(1)—Miscellaneous"

Rama Varmha Tampuran *(Secretary to Government)*: Sir, I move for Rs. 1,200 under "14—(1)—(C)—T. A." Rs. 1,500 under "14—(1)—Service labels" and Rs. 1,000 under "14—(1)—Miscellaneous" Huzur Secretariat. Rs. 1,200 is required for T. A. and that is on account of the large number of journies on which peons have to be sent with urgent letters, etc., Rs. 1,500 is required on account of the increase in correspondence under Service Labels and Rs. 1,000 is required under Miscellaneous out of which more than Rs. 600 is required to give a small allowance of Rs. 5 each to the clerks who work in the Food Department and the War Departments' These clerks have to go to office even on holidays and on working days they have to wait at office till 7 or 7-30 p.m. to attend to urgent papers. Therefore, a small allowance of Rs. 5 each is given to them and there are about more than a dozen of them. Quite a good portion of this amount is required on that account. I request the House may be pleased to sanction the amount.

***Mr. T. S. Ramachandra Ayyar** *(Chittur-Tattamangalam)*: Sir, before the demand is put I would bring one aspect of the matter to the notice of the Hon'ble House. The Hon'ble Secretary to Government explained how Rs. 600 out of Rs. 1,000 is intended to meet the expenditure of allowing something extra, *i.e.*, an allowance of Rs. 5 to the clerks of the Secretariat who are concerned with war and food. If my information is correct the clerks of the Civil Supplies Commissioner's office are also over-worked. Will the Government kindly consider the question of giving such extra allowance to the clerks of all offices who are over-worked.

Mr. President: I would mention that this Rs. 5 is not given on account of additional work. This is given on account of the additional expenditure these clerks have to incur by way of rikshaw and conveyance charges to and fro.

Mr. C. V. Iyyu *(Kunnamkulam)*: Sir, The Police Head Office also is over-worked.

Mr. President: The Government refuse to accept the principle that officers should be paid extra money on account of extra work. We do not pay officers extra money for doing longer hours' work.

Demands put and carried

(16) Rs. 850 under "29—2—(b)—Composing Department"
(17) Rs. 150 under "26—2—(d) Press and Machine Department
(18) Rs. 200 under 26—2—(e)—Binding Department"

Rama Varmha Tampuran *(Secretary to Government)*: Sir, I move for additional allotments of Rs. 850, Rs. 150 and Rs. 200 under "26—2—(b), (d) and (e)—Government Press". These amounts are required on account of the increased pay given to the workmen in the Press in the composing department, in the machine department and in the printing department. They had a longstanding grievance that when some adjustments were made a couple of years ago their pay had been adversely affected. The question was gone into very carefully and their pay was raised to some extent. It is on account of that.

*മിസ്റ്റർ കെ. എസ്സ്. പണിക്കർ: സർ, മുമ്പ് ഒരു മണിക്കൂറിൽ ചെയ്തിരുന്നതായ ജോലി ഇപ്പോൾ $\frac{3}{4}$ മണിക്കൂറിൽ ചെയ്യണമെന്നും രണ്ടു മണിക്കൂറിൽ ചെയ്തിരുന്നതായ ജോലി ഒരു മണിക്കൂറിൽ ചെയ്തീർക്കണമെന്നും ഗവമ്മെണ്ടു പ്രസ്സിലെ ജോലിക്കാരെ നിർബ്ബന്ധിക്കുന്ന ഒരേർപ്പാടാണ് പ്രസ്സ് പരിഷ്കരണത്തിൽ ഗവമ്മെണ്ട് കൊണ്ടുവന്നിട്ടുള്ളത്. ഇതിനുംപുറമെ ഇപ്പോൾ അവരുടെ ശമ്പളത്തിലും കുറെ വെട്ടിക്കുറവു വരുത്തുക പല ഏർപ്പാടുകളും ഗവമ്മെണ്ടു ചെയ്യുവരുന്നുമുണ്ടു്. ഗവമ്മെണ്ടിൽനിന്നും എല്ലാ ഉദ്യോഗസ്ഥന്മാർക്കും ശമ്പളക്കൂടുതലുകളും പലവിധത്തിലുള്ള അലവൻസ്സും കൊടുത്തുവരുന്ന ഇക്കാലത്തു് സാധുക്കളായ പ്രസ്സിലെ ഉദ്യോഗസ്ഥന്മാർക്കു ഇപ്പോൾ കിട്ടിവരുന്ന ശമ്പളം കൂടിയും കിട്ടുവാൻ പാടില്ലാത്തവിധത്തിലുള്ള വ്യവസ്ഥകളാണ് ഉണ്ടാക്കുന്നതു്.

*Speech not corrected by the hon'ble member.

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Rama Varmha Tampuran *(Secretary to Government):* It is not a fact, Sir, that their pay has been reduced. As a matter of fact their pay has been increased. What happened was this. When the Government felt strongly that things were not going on well there, an expert was got down from Madras and the question of re-organising the press was considered and that expert recommended that the whole thing might be on a commercial basis so that we might know exactly whether it was working profitably or not. If it was not, it was considered, that a minimum staff will only be entertained. Therefore, with that idea the whole question was examined and following the Government Press in Madras we fixed certain rates of pay for all these officers. Before, it was on hour-basis. If a workman works one hour he will be paid so and so. The expert recommended that that is not a wise way of doing things and that on the other hand it must be fixed on a monthly basis as is being done elsewhere. While fixing the rate of wage per month the Government took the average of the earnings of these workmen for the last two or three years. Unfortunately in taking that average there were certain periods when their earnings were very low. Those days also were included in the number of days and they complained that on account of that being included the average has gone down below what it ought to be. The question was examined and the Comptroller of Accounts was also consulted and afterwards a revised formula was arrived at and their pay was raised. There may be one or two cases where they might have earned a little more than what they are getting now. In one case Rs. 5 has been sanctioned extra about a week ago. Just to redress that one individual case we have increased Rs. 5. So that in all cases we have only increased the pay rather than reduced it.

So far as the out-turn of work is concerned while recommending that the pay should be revised to a monthly basis it was also decided that these workmen should show a definite out-turn per month, because formerly wages were paid on hourly basis. Now it is a fixed pay per month. Therefore, it is open to the workmen to idle away their time and not do the normal work that is expected of them. The fluctuations on account of this may be very great. Therefore, unless a definite schedule is fixed we can never be certain that these workmen are putting forth their very best efforts which they ought to do. With that idea we worked out a schedule on the basis of the schedule in the Madras Government Press. We are following that schedule. For the first two months the out-turn was very very poor, I mean compared to the standard schedule. Then it was thought that being the first time we will ignore the reduction in work and we will pay them at the full rate. That was done. But at the same time definite warning was given to them that unless they improved and showed more out-turn these rules would be strictly followed. That is, when there is poor out-turn there should be corresponding reduction in the monthly wages. Last month again, there was a fall. We thought that it is time now just to see that some minor action is taken at least to show that Government intend to take things seriously. To the extent of 25 per cent of reduction in work it is proposed their pay may be cut. That order was passed about two or three days ago and the Pressmen are complaining against it. That is not a legitimate complaint.

Rao Sahib K. Ayyappan *(Ezhuvas-Kanayannur):* Have Government examined the schedule?

Rama Varmha Tampuran *(Secretary to Government):* Yes.

Rao Sahib K. Ayyappan *(Ezhuvas-Kanayannur):* What was the average out-turn when piece-work system was working. If the present schedule is beyond that then it is extracting more work from the labourers.

Rama Varmha Tampuran *(Secretary to Government):* In some cases it is hour basis. If they work over-time they are given overtime charges. In some cases it is according to the length of the matter composed. Therefore, we cannot go simply by the rule that the out-turn as per the piece-work system should be the criterion. If we follow the permanent system we should have the other factor also followed in the Madras Press. We canot have one of that Press and another thing of this Press. There are two factors, a definite standard schedule of out-turn and a definite standard of monthly pay. We cannot take monthly pay rule and leave out the out-turn rule. We must either take both or we should revert to the old piece-work system.

Rao Sahib K. Ayyappan *(Ezhuvas-Kanayannur):* You may adopt the new schedule. Is the schedule exactly that of the Madras Press.

Rama Varmha Tampuran *(Secretary to Government):* Yes.

Rao Sahib K. Ayyappan *(Ezhuvas-Kanayannur):* Are the Government aware whether any cut is effected in the Madras Press?

Rama Varmha Tampuran *(Secretary to Government):* Our information is like that. We have no objection to write again and get the information.

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Rao Sahib K. Ayyappan *(Ezhuvas Kanayannur)*: Have the labourers in the Press represented their grievances to Government individually?

Rama Varmha Tampuran *(Secretary to Government)*: They came one night to my house. That is the only opportunity that I have had.

Rao Sahib K. Ayyappan *(Ezhuvas Kanayannur)*: Individually they have petitioned the Government.

Rama Varmha Tampuran *(Secretary to Government)*: Then the petitions have not reached me.

Rao Sahib K. Ayyappan *(Ezhuvas Kanayannur)*: Will the Government be pleased to enquire why those petitions were not forwarded to the Diwan?

Rama Varmha Tampuran *(Secretary to Government)*: It is not time yet. This happened only a week ago. About 40 people or so came to my house. If we are following the schedule their pay will be half-cut. I said "Your pay was increased only very recently. You want also the schedule to be changed. We must think over it." If there is any reduction from the pay the amount will be in the Treasury and if the Government are going to revise the order we can pay it back also.

Rao Sahib K. Ayyappan *(Ezhuvas-Kanayannur)*: What I want is the petition should reach the Secretary.

Rama Varmha Tampuran *(Secretary to Government)*: The Press Superintendent cannot dispose of those petitions. They will reach me.

മിസ്റ്റർ കെ. എസ്. പണിക്കർ: അങ്ങിനെ അവർ അയച്ചിരിക്കുന്ന പെറ്റീഷൻ . . . . . .

Rama Varmha Tampuran *(Secretary to Government)*: Whatever they write in the petition the complaint is that the schedule is rather too high. They cannot produce so much work. If there is a fault they must be excused. It is a simple thing.

Mr. A. B. Salem *(Mattancheri)*: What would they earn on an average?

Rama Varmha Tampuran *(Secretary to Government)*: From 35 to 40 rupees.

Mr. C. V. Iyyu *(Kunnamkulam)*: May I know, Sir, whether they have refused to accept their salary yesterday?

Rama Varmha Tampuran *(Secretary to Government)*: I have no information.

Mr. C. V. Iyyu *(Secretary to Government)*: Will the Government be pleased to enquire whether the rates in the Government Press compare favourably with those in other printing Presses.

Rama Varmha Tampuran *(Secretary to Government)*: We have followed the schedule of the Madras Press. There is no objection in writing again and verifying it.

മിസ്റ്റർ വി. കെ. കുട്ടി: സക്കാർ പ്രസ്സ് "reform" ചെയ്യുന്നതിനു് എതു Experts—നെ ഗവമ്മെണ്ടു് വരുത്തീട്ടുണ്ടു്?

Rama Varmha Tampuran *(Secretary to Government)*: Three officers of the Associated Press came.

മിസ്റ്റർ വി. കെ. കുട്ടി: അവരെ വരുത്തേണ്ടതിനു് ഗവമ്മെണ്ടിലേക്കു് എതു ഉറുപ്പിക ചിലവായിട്ടുണ്ടു്?

Rama Varmha Tampuran *(Secretary to Government)*: T. A. and Rs. 200 for each visit.

മിസ്റ്റർ വി. കെ കുട്ടി: അവരുടെ പ്രൊപ്പോസലുകളിൽ, ജോലിക്കാക്കു് ഗുണമായി എഴുതീട്ടുള്ള ഏതെങ്കിലും ഒന്നു ഗവമ്മെണ്ടു നടപ്പിൽ വരുത്തീട്ടുണ്ടോ?

Rama Varmha Tampuran *(Secretary to Government)*: All the recommendations are for their good.

Demands put and carried

(19) "Rs. 2,100 26—h—b—Dearness Allowance"

Rama Varmha Tampuran *(Secretary to Government)*: Sir, I move for an additional allotment of Rs. 2100 under "26—h. b. Dearness allowance". It is intended for giving dearness allowance to the workmen in the Press.

Demand put and carried

(20) Rs. 185—Under "8—Registration—Cranganur—Dearness Allowance"

Rama Varmha Tampuran *(Secretary to Government)*: Sir, I move for an additional allotment of Rs. 185 under "8—Registration—Cranganur—Dearness Allowance".

Demand put and carried

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